

Appendix F: Supplementary Exhibits

Appendix Exhibit F-1
Percent of Population in Each Age Category in 2003 and 2008 by Area

Area	Age 0-15	Age 16-24	Age 25-44	Age 45 and
2003				
<i>Virginia</i>	21.3 %	12.3 %	30.3 %	36.1 %
<i>MSAs</i>				
Charlottesville	20.8	15.2	30.3	33.8
Danville	19.4	10.7	25.6	44.3
Johnson City	18.0	10.6	26.4	45.1
Lynchburg	19.8	12.2	27.1	40.9
Norfolk	23.1	13.8	30.2	32.9
Richmond	21.7	11.6	30.4	36.3
Roanoke	19.2	10.5	27.4	42.9
Washington D.C.	22.3	11.2	33.6	32.9
<i>Non-MSA Areas</i>				
Northeast	19.3	10.0	24.8	45.8
Northwest	19.7	13.5	26.9	40.0
Southside	19.0	11.6	27.5	41.9
Southwest	18.1	14.6	26.8	40.6
2008				
<i>Virginia</i>	20.5 %	12.4 %	28.2 %	38.9 %
<i>MSAs</i>				
Charlottesville	21.2	14.4	30.8	33.7
Danville	18.0	11.1	22.8	48.1
Johnson City	17.5	10.3	24.3	48.0
Lynchburg	18.2	12.0	25.8	44.1
Norfolk	22.3	13.4	27.9	36.5
Richmond	20.7	11.3	28.7	39.3
Roanoke	17.8	11.1	25.0	46.1
Washington D.C.	21.6	11.8	30.9	35.8
<i>Non-MSA Areas</i>				
Northeast	18.5	10.4	23.1	47.9
Northwest	18.9	13.8	25.2	42.1
Southside	17.8	11.6	25.9	44.7
Southwest	17.0	15.0	25.0	42.9

Source: Authors' tabulations from population data provided by the Virginia Employment Commission.

Appendix Exhibit F-2
Educational Attainment of Population 25 Years and Older in 1990 and 2000 by Area

Area	Less Than High School Diploma	High School Diploma	Some College or Associate's Degree	College Degree	Graduate or Professional Degree
<i>Education in 1990</i>					
<i>Virginia</i>	24.8%	26.6%	24.0%	15.4%	9.1%
<i>MSAs</i>					
Charlottesville	23.1	22.7	20.9	18.4	14.9
Danville	43.2	28.9	18.0	6.4	3.5
Johnson City	42.0	28.2	18.9	7.4	3.5
Lynchburg	33.4	28.8	21.6	10.3	5.9
Norfolk	21.2	29.5	29.4	13.4	6.5
Richmond	24.2	27.0	24.9	16.1	7.7
Roanoke	27.0	29.2	25.9	12.1	5.9
Washington D.C.	12.6	20.7	25.5	24.7	16.6
<i>Non-MSA Areas</i>					
Northeast	38.8	31.3	17.7	8.0	3.8
Northwest	33.6	33.4	18.6	9.4	5.0
Southside	44.8	30.2	16.1	6.0	2.9
Southwest	43.0	28.2	17.8	6.7	4.3
<i>Education in 2000</i>					
<i>Virginia</i>	18.5%	26.0%	26.0%	17.9%	11.6%
<i>MSAs</i>					
Charlottesville	16.0	22.4	21.5	21.0	19.0
Danville	32.2	33.2	23.3	7.1	4.2
Johnson City	29.7	32.1	23.9	9.4	4.9
Lynchburg	23.8	31.6	25.4	12.6	6.6
Norfolk	15.2	27.6	33.2	15.4	8.5
Richmond	17.4	26.2	27.2	19.5	9.8
Roanoke	19.1	30.1	28.4	14.9	7.6
Washington D.C.	11.3	18.1	24.0	26.6	20.0
<i>Non-MSA Areas</i>					
Northeast	29.2	33.4	22.0	9.9	5.5
Northwest	25.3	34.7	22.1	11.4	6.5
Southside	35.2	33.3	20.3	7.4	3.8
Southwest	31.8	31.8	22.6	8.4	5.5

Source: Authors' tabulations from the 2000 Census, U.S. Census Bureau.

Appendix Exhibit F-3
Race and Ethnicity in 1990 and 2000 by Area

Area	White Non- Hispanic	Black Non- Hispanic	Other Non- Hispanic	Multi-Racial Non- Hispanic	Hispanic
<i>Race in 1990</i>					
<i>Virginia</i>	76.0%	18.7%	2.8%	NA	2.5%
<i>MSAs</i>					
Charlottesville	82.4	14.5	2.2	NA	1.0
Danville	67.6	31.6	0.4	NA	0.3
Johnson City	97.4	2.0	0.4	NA	0.2
Lynchburg	80.9	18.1	0.5	NA	0.6
Norfolk	66.9	28.2	2.7	NA	2.2
Richmond	68.3	29.0	1.7	NA	1.0
Roanoke	85.6	12.9	0.9	NA	0.6
Washington D.C.	78.3	9.8	6.0	NA	5.9
<i>Non-MSA Areas</i>					
Northeast	64.2	34.4	0.7	NA	0.7
Northwest	91.7	6.8	0.7	NA	0.8
Southside	57.7	41.6	0.3	NA	0.4
Southwest	92.0	6.7	0.9	NA	0.4
<i>Race in 2000</i>					
<i>Virginia</i>	70.2%	19.4%	4.1%	1.6%	4.7%
<i>MSAs</i>					
Charlottesville	79.3	13.9	3.2	1.3	2.2
Danville	65.1	32.5	0.6	0.6	1.3
Johnson City	96.4	1.9	0.4	0.6	0.6
Lynchburg	79.2	17.8	1.2	0.9	1.0
Norfolk	60.8	30.9	3.3	1.9	3.1
Richmond	64.0	30.0	2.6	1.1	2.3
Roanoke	83.3	13.0	1.5	1.1	1.1
Washington D.C.	67.6	11.1	8.7	2.5	10.1
<i>Non-MSA Areas</i>					
Northeast	64.4	31.4	0.9	0.8	2.5
Northwest	88.5	6.3	0.9	0.9	2.5
Southside	56.5	41.2	0.5	0.6	1.1
Southwest	89.9	6.9	1.0	0.7	1.4

Source: Authors' tabulations from the 1990 and 2000 Census, U.S. Census Bureau.

Appendix Exhibit F - 4
Labor Force Participation, Employment, and Unemployment Rates from 1998 to 2002 by Area

Labor Force Participation Rate								
	1998	1999	2000	2001	2002	Average 1998-2002	Percent Change 1998-2000	Percent Change 2000-2002
<i>Virginia</i>	71.9 %	71.7 %	72.5 %	73.0 %	73.3 %	72.5 %	0.0 %	1.2 %
<i>MSAs</i>								
Charlottesville	65.6	64.6	66.0	65.1	63.7	65.0	0.0	-3.5
Danville	72.7	72.9	72.8	75.0	74.7	73.6	0.2	2.6
Johnson City	64.4	62.8	62.4	62.9	62.1	62.9	-3.1	-0.4
Lynchburg	67.7	68.1	69.0	68.2	68.4	68.3	1.9	-1.0
Norfolk	73.4	72.8	72.8	73.4	75.2	73.5	-0.8	3.4
Richmond	73.3	72.9	73.7	74.0	74.7	73.7	0.6	1.4
Roanoke	76.8	75.4	76.3	76.8	77.1	76.5	-0.6	1.0
Washington D.C.	76.4	76.5	78.4	78.7	78.5	77.7	2.7	0.1
<i>Non-MSA Areas</i>								
Northeast	62.0	62.6	62.9	64.4	64.4	63.3	1.5	2.4
Northwest	70.7	70.5	70.0	72.0	72.2	71.1	-0.9	3.1
Southside	64.1	64.0	63.9	65.2	62.2	63.9	-0.3	-2.7
Southwest	60.9	60.7	60.6	60.6	61.1	60.8	-0.5	0.8
Employment Rate								
	1998	1999	2000	2001	2002	Average 1998-2002	Percent Change 1998-2000	Percent Change 2000-2002
<i>Virginia</i>	69.8 %	69.7 %	70.9 %	70.5 %	70.4 %	70.2 %	1.6 %	-2.0 %
<i>MSAs</i>								
Charlottesville	64.7	63.8	65.0	63.8	62.0	63.9	0.5	-4.6
Danville	68.6	68.4	69.4	68.6	68.3	68.7	1.1	-1.5
Johnson City	60.8	59.7	60.1	59.6	58.6	59.7	-1.1	-2.5
Lynchburg	66.0	66.7	67.7	65.4	64.6	66.1	2.6	-4.6
Norfolk	70.8	70.3	70.9	70.7	72.1	71.0	0.1	1.7
Richmond	71.4	71.1	72.3	71.5	71.8	71.6	1.3	-0.8
Roanoke	75.0	73.9	75.2	74.7	74.5	74.7	0.1	-0.9
Washington D.C.	75.0	75.2	77.5	76.9	76.1	76.1	3.3	-1.8
<i>Non-MSA Areas</i>								
Northeast	58.5	59.5	60.5	61.6	61.4	60.3	3.5	1.5
Northwest	68.8	68.8	68.8	70.1	69.8	69.3	0.0	1.4
Southside	61.1	61.3	61.6	61.8	58.0	60.8	0.8	-5.8
Southwest	57.5	57.1	57.4	56.3	56.8	57.0	-0.2	-1.1

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Appendix Exhibit F - 4 (continued)

Unemployment Rate								
	1998	1999	2000	2001	2002	Average 1998-2002	Change 1998-2000	Change 2000-2002
<i>Virginia</i>	2.9 %	2.8 %	2.2 %	3.5 %	4.1 %	3.1	-24.1 %	85.2 %
<i>MSAs</i>								
Charlottesville	1.4	1.3	1.5	2.0	2.6	1.8	7.1	70.5
Danville	5.6	6.2	4.7	8.5	8.5	6.7	-16.1	81.8
Johnson City	5.6	4.9	3.7	5.4	5.7	5.1	-33.9	54.1
Lynchburg	2.6	2.1	1.9	4.2	5.5	3.3	-26.9	189.4
Norfolk	3.4	3.4	2.6	3.6	4.2	3.4	-23.5	61.3
Richmond	2.6	2.4	1.9	3.4	4.0	2.9	-26.9	109.5
Roanoke	2.3	1.9	1.5	2.7	3.4	2.4	-34.8	128.2
Washington D.C.	1.7	1.6	1.2	2.3	3.0	2.0	-29.4	152.8
<i>Non-MSA Areas</i>								
Northeast	5.7	5.0	3.8	4.3	4.7	4.7	-33.3	23.4
Northwest	2.6	2.4	1.8	2.7	3.4	2.6	-30.8	88.8
Southside	4.7	4.3	3.6	5.3	6.8	4.9	-23.4	87.6
Southwest	5.6	5.9	5.3	7.1	7.0	6.2	-5.4	32.9

Source: U.S. Bureau of Labor Statistics.

Appendix Exhibit F-5
Jobs in Demand in Virginia: 1998-2008
Top 25 occupations with the largest number of job openings

Charlottesville

- | | |
|-----------------------------------------------------------|---------------------------------------------------------------------|
| • Cashiers | • Health Prof, Paraprof, & Technicians,
not elsewhere classified |
| • Salespersons, Retail | • Janitors & Cleaners |
| • Registered Nurses | • Prof, Paraprof, Technicians,
not elsewhere classified |
| • Waiters & Waitresses | • Hand Packers & Packagers |
| • General Office Clerks | • Laborers, Landscapers, & Groundskeepers |
| • General Managers & Top Executives | • Systems Analysts |
| • Combined Food Prep & Service Workers | • Postsecondary Teachers,
not elsewhere classified |
| • Teachers, Secondary School | • Maids & Housekeeping Cleaners |
| • Food Preparation Workers | • Licensed Practical/Vocational Nurses |
| • Secretaries, Except Legal or Medical | • Physicians |
| • Receptionists & Information Clerks | • Cooks, Fast Food |
| • Nursing Aides & Orderlies | • Licensed Practical/Vocational Nurses |
| • Helpers, Laborers & Movers,
not elsewhere classified | • Laborers, Landscapers, & Groundskeepers |
| • Hand Packers & Packagers | • Telemarketers, Door-To-Door Sales |
| • Teachers, Secondary School | |
| • Teachers, Elementary | |

Danville

- | | |
|-----------------------------------------------------------|-----------------------------------------------------------------------|
| • Cashiers | • Hand Packers & Packagers |
| • Salespersons, Retail | • Freight, Stock & Mtrl Movers, Hand,
not elsewhere classified |
| • Waiters & Waitresses | • Farm Equipment Operators |
| • Helpers, Laborers & Movers,
not elsewhere classified | • Agriculture, Forestry, Fishing Workers,
not elsewhere classified |
| • General Office Clerks | • Receptionists & Information Clerks |
| • Textile Machine Operators/Tndrs | • Production Inspectors, Graders |
| • General Managers & Top Executives | • Licensed Practical/Vocational Nurses |
| • Combined Food Prep & Service Workers | • Home Health Aides |
| • Teachers, Secondary School | • First Line Supervisors: Production/Operating |
| • Registered Nurses | • Truck Drivers, Heavy |
| • Food Preparation Workers | • Machinery Mechanics: Textile |
| • Nursing Aides & Orderlies | |
| • Janitors & Cleaners | |
| • Teachers, Elementary | |

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Appendix Exhibit F-5 (continued)
Jobs in Demand in Virginia: 1998-2008
Top 25 occupations with the largest number of job openings

Johnson City

- | | |
|-----------------------------------------------------------------------|-------------------------------------------------------------------|
| • Cashiers | • Nursing Aides & Orderlies |
| • Salespersons, Retail | • Truck Drivers, Light |
| • Waiters & Waitresses | • Registered Nurses |
| • Farm Equipment Operators | • Teachers, Elementary |
| • Agriculture, Forestry, Fishing Workers,
not elsewhere classified | • Janitors & Cleaners |
| • Combined Food Prep & Service Workers | • Truck Drivers, Heavy |
| • General Office Clerks | • Receptionists & Information Clerks |
| • General Managers & Top Executives | • Sales Representatives, Mfg & Wholesale |
| • Helpers, Laborers & Movers,
not elsewhere classified | • Secretaries, Except Legal or Medical |
| • Food Preparation Workers | • Cooks, Fast Food |
| • Assemblers & Fabricators,
not elsewhere classified | • Freight, Stock & Mtrl Movers, Hand,
not elsewhere classified |
| • Hand Packers & Packagers | • Licensed Practical/Vocational Nurses |
| • Teachers, Secondary School | • Laborers, Landscapers, & Groundskeepers |
| | • Telemarketers, Door-To-Door Sales |

Lynchburg

- | | |
|-----------------------------------------------------------|-------------------------------------------------------------------|
| • Cashiers | • Teachers, Elementary |
| • Salespersons, Retail | • Truck Drivers, Heavy |
| • General Office Clerks | • Assemblers & Fabricators, NEC
not elsewhere classified |
| • Waiters & Waitresses | • Truck Drivers, Light |
| • General Managers & Top Executives | • Guards |
| • Helpers, Laborers & Movers,
not elsewhere classified | • Telemarketers, Door-To-Door Sales |
| • Combined Food Prep & Service Workers | • Secretaries, Except Legal or Medical |
| • Janitors & Cleaners | • Freight, Stock & Mtrl Movers, Hand,
not elsewhere classified |
| • Hand Packers & Packagers | • Correctional Officers |
| • Teachers, Secondary School | • Laborers, Landscapers, & Groundskeepers |
| • Food Preparation Workers | • Prof, Paraprof, Technicians,
not elsewhere classified |
| • Registered Nurses | • Truck Drivers, Heavy |
| • Nursing Aides & Orderlies | • Machinery Mechanics: Textile |
| • Receptionists & Information Clerks | |

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Appendix Exhibit F-5 (continued)
Jobs in Demand in Virginia: 1998-2008
Top 25 occupations with the largest number of job openings

Norfolk-VA Beach-Newport News

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|-----------------------------------------------------------|------------------------------------------------------------|
| • Cashiers | • Hand Packers & Packagers |
| • Salespersons, Retail | • Teachers, Elementary |
| • Waiters & Waitresses | • Guards |
| • General Office Clerks | • Nursing Aides & Orderlies |
| • General Managers & Top Executives | • Prof, Paraprof, Technicians,
not elsewhere classified |
| • Combined Food Prep & Service Workers | • Telemarketers, Door-To-Door Sales |
| • Helpers, Laborers & Movers,
not elsewhere classified | • Laborers, Landscapers, & Groundskeepers |
| • Teachers, Secondary School | • Truck Drivers, Light |
| • Food Preparation Workers | • Secretaries, Except Legal or Medical |
| • Registered Nurses | • Cooks, Fast Food |
| • Systems Analysts | • Computer Support Specialists |
| • Janitors & Cleaners | • Cooks, Restaurant |
| • Receptionists & Information Clerks | |

Richmond-Petersburg

- | | |
|-----------------------------------------------------------|------------------------------------------------------------|
| • Salespersons, Retail | • Food Preparation Workers |
| • Cashiers | • Teachers, Elementary |
| • General Office Clerks | • Correctional Officers |
| • General Managers & Top Executives | • Truck Drivers, Light |
| • Waiters & Waitresses | • Truck Drivers, Heavy |
| • Helpers, Laborers & Movers,
not elsewhere classified | • Secretaries, Except Legal or Medical |
| • Combined Food Prep & Service Workers | • Prof, Paraprof, Technicians,
not elsewhere classified |
| • Registered Nurses | • Nursing Aides & Orderlies |
| • Janitors & Cleaners | • Adjustment Clerks |
| • Receptionists & Information Clerks | • Laborers, Landscapers, & Groundskeepers |
| • Teachers, Secondary School | • Computer Support Specialists |
| • Systems Analysts | • Guards |
| • Hand Packers & Packagers | |

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Appendix Exhibit F-5 (continued)
Jobs in Demand in Virginia: 1998-2008
Top 25 occupations with the largest number of job openings

Roanoke

- | | |
|---------------------------------------------------------------|-------------------------------------------|
| • Cashiers | • Nursing Aides & Orderlies |
| • Salespersons, Retail | • Truck Drivers, Light |
| • General Office Clerks | • Guards |
| • Waiters & Waitresses | • Teachers, Secondary School |
| • General Managers & Top Executives | • Truck Drivers, Heavy |
| • Helpers, Laborers & Movers, NEC
not elsewhere classified | • Systems Analysts |
| • Combined Food Prep & Service Workers | • Secretaries, Except Legal or Medical |
| • Registered Nurses | • Laborers, Landscapers, & Groundskeepers |
| • Hand Packers & Packagers | • Sales Representatives, Mfg & Wholesale |
| • Janitors & Cleaners | • Bank Tellers |
| • Food Preparation Workers | • Teachers, Elementary |
| • Receptionists & Information Clerks | • Adjustment Clerks |
| • Telemarketers, Door-To-Door Sales | |

Washington D.C.-VA portion

- | | |
|-----------------------------------------------------------|------------------------------------------------------------|
| • Salespersons, Retail | • Prof, Paraprof, Technicians,
not elsewhere classified |
| • Systems Analysts | • Teachers, Secondary School |
| • Cashiers | • Secretaries, Except Legal or Medical |
| • General Managers & Top Executives | • Food Preparation Workers |
| • Computer Engineers | • Managers & Administrators,
not elsewhere classified |
| • Computer Programmers | • Guards |
| • Computer Support Specialists | • Registered Nurses |
| • General Office Clerks | • Teachers, Elementary |
| • Waiters & Waitresses | • Truck Drivers, Light |
| • Janitors & Cleaners | • Accountants & Auditors |
| • Combined Food Prep & Service Workers | • Laborers, Landscapers, & Groundskeepers |
| • Receptionists & Information Clerks | • Engineering/Math/Computer/Natural Sci Mgrs |
| • Helpers, Laborers & Movers,
not elsewhere classified | |

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Appendix Exhibit F-5 (continued)
Jobs in Demand in Virginia: 1998-2008
Top 25 occupations with the largest number of job openings

Northeast Virginia

- | | |
|-----------------------------------------------------------------------|-------------------------------------------|
| • Cashiers | • Registered Nurses |
| • Salespersons, Retail | • Farm Equipment Operators |
| • Waiters & Waitresses | • Hand Packers & Packagers |
| • Teachers, Secondary School | • Janitors & Cleaners |
| • Meat, Poultry & Fish Cutters, Hand | • Truck Drivers, Heavy |
| • General Managers & Top Executives | • Home Health Aides |
| • Combined Food Prep & Service Workers | • Maids & Housekeeping Cleaners |
| • General Office Clerks | • Laborers, Landscapers, & Groundskeepers |
| • Food Preparation Workers | • Licensed Practical/Vocational Nurses |
| • Teachers, Elementary | • Bank Tellers |
| • Nursing Aides & Orderlies | • Receptionists & Information Clerks |
| • Helpers, Laborers & Movers,
not elsewhere classified | • Teacher Aides, Paraprofessional |
| • Agriculture, Forestry, Fishing Workers,
not elsewhere classified | |

Northwest Virginia

- | | |
|-----------------------------------------------------------|-----------------------------------------------------------------------|
| • Cashiers | • Nursing Aides & Orderlies |
| • Salespersons, Retail | • Janitors & Cleaners |
| • Waiters & Waitresses | • Truck Drivers, Heavy |
| • General Office Clerks | • Agriculture, Forestry, Fishing Workers,
not elsewhere classified |
| • Teachers, Secondary School | • Meat, Poultry & Fish Cutters, Hand |
| • General Managers & Top Executives | • Receptionists & Information Clerks |
| • Combined Food Prep & Service Workers | • Farm Equipment Operators |
| • Helpers, Laborers & Movers,
not elsewhere classified | • Assemblers & Fabricators,
not elsewhere classified |
| • Teachers, Elementary | • Secretaries, Except Legal or Medical |
| • Food Preparation Workers | • Maids & Housekeeping Cleaners |
| • Guards | • Truck Drivers, Light |
| • Hand Packers & Packagers | • Telemarketers, Door-To-Door Sales |
| • Registered Nurses | • Cooks, Restaurant |
| • Receptionists & Information Clerks | |

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Appendix Exhibit F-5 (continued)
Jobs in Demand in Virginia: 1998-2008
Top 25 occupations with the largest number of job openings

Southside Virginia

- | | |
|-----------------------------------------------------------------------|------------------------------------------------------------|
| • Cashiers | • Helpers, Laborers & Movers,
not elsewhere classified |
| • Salespersons, Retail | • Truck Drivers, Heavy |
| • Waiters & Waitresses | • Nursing Aides & Orderlies |
| • Teachers, Secondary School | • Hand Packers & Packagers |
| • General Office Clerks | • Home Health Aides |
| • Agriculture, Forestry, Fishing Workers,
not elsewhere classified | • Janitors & Cleaners |
| • Combined Food Prep & Service Workers | • Textile Machine Operators/Tndrs |
| • Farm Equipment Operators | • Laborers, Landscapers, & Groundskeepers |
| • General Managers & Top Executives | • Licensed Practical/Vocational Nurses |
| • Registered Nurses | • Secretaries, Except Legal or Medical |
| • Food Preparation Workers | • Teacher Aides, Paraprofessional |
| • Teachers, Elementary | • Prof, Paraprof, Technicians,
not elsewhere classified |
| • Correctional Officers | |

Southwest Virginia

- | | |
|-----------------------------------------------------------------------|-------------------------------------------------------------------|
| • Cashiers | • Nursing Aides & Orderlies |
| • Salespersons, Retail | • Assemblers & Fabricators,
not elsewhere classified |
| • Waiters & Waitresses | • Truck Drivers, Heavy |
| • General Office Clerks | • Hand Packers & Packagers |
| • Combined Food Prep & Service Workers | • Receptionists & Information Clerks |
| • Teachers, Secondary School | • Sewing Machine Operators, Garment |
| • General Managers & Top Executives | • Freight, Stock & Mtrl Movers, Hand,
not elsewhere classified |
| • Food Preparation Workers | • Secretaries, Except Legal or Medical |
| • Helpers, Laborers & Movers,
not elsewhere classified | • Janitors & Cleaners |
| • Registered Nurses | • First Line Supervisors: Production/Operating |
| • Agriculture, Forestry, Fishing Workers,
not elsewhere classified | • Truck Drivers, Light |
| • Teachers, Elementary | • Laborers, Landscapers, & Groundskeepers |
| • Farm Equipment Operators | |

Appendix Exhibit F-6
Declining Jobs in Virginia: 1998-2008

Charlottesville

- | | |
|-----------------------------------------------------------------------|--------------------------------------------|
| • Textile Machine Operators/Tenders | • Inspectors, Testers, Graders, Precision |
| • Child Care Workers, Private | • Lathe & Turning Machine Setters/Ops, M/P |
| • Farm Equipment Operators | • Punching Machine Setters/Ops, M/P |
| • Production Inspectors, Graders | • Press Machine Setters/Ops, M/P |
| • Cleaners & Servants, Private | • Farm Managers |
| • Agriculture, Forestry, Fishing Workers,
not elsewhere classified | • Helpers: Electricians & Related |
| • Cannery Workers | • Packaging & Filling Machine Ops/Tenders |
| • Textile Machine Setters/Ops | • Law Clerks |
| • Machinery Mechanics: Textile | • Farm & Home Management Advisors |
| • Computer Operators, Ex Peripheral | • Photographers |
| • Typists, Including Word Processing | • Musicians, Instrumental |
| • Supervisors, Farm Workers | • License Clerks |
| • Proofreaders & Copy Markers | |

Danville

- | | |
|-----------------------------------------------------------------------|----------------------------------------------------------|
| • Textile Machine Ops/Tenders | • Crushing/Grinding/Mixing Mach Ops/Tenders |
| • Sewing Machine Ops, Garment | • Industrial Machinery Mechanics |
| • Production Inspectors, Graders | • Extrud/Form/Press Machine Ops/Tenders |
| • Textile Machine Setters/Ops | • Machine Operators/Tenders,
not elsewhere classified |
| • Freight, Stock & Mtrl Movers, Hand,
not elsewhere classified | • Maintenance Repairers, General Utility |
| • First Line Supervisors: Production/Operating | • Pressing Machine Ops/Tenders, Textiles |
| • Textile Bleach & Dye Machine Ops/Tenders | • Furnace, Kiln, Oven, Drier or Kettle Ops |
| • Industrial Truck & Tractor Operators | • Inspectors, Testers, Graders, Precision |
| • Farm Equipment Operators | • Extrud/Form/Press Machine Setters/Ops |
| • Agriculture, Forestry, Fishing Workers,
not elsewhere classified | • Conveyor Operators/Tenders |
| • Textile Draw-Out Machine Ops/Tenders | • Industrial Production Managers |
| • Sewing Machine Ops, Non-Garment | • Traffic, Shipping & Receiving Clerks |
| • Helpers, Laborers & Movers,
not elsewhere classified | |

(exhibit continued on next page)

Appendix Exhibit F-6 (continued)
Declining Jobs in Virginia: 1998-2008

Johnson City-Kingsport-Bristol

- Farm Equipment Operators
- Agriculture, Forestry, Fishing Workers, not elsewhere classified
- Sewing Machine Ops, Garment
- Production Inspectors, Graders
- Stock Clerks, Sales Floor
- Farm Managers
- Farm & Home Management Advisors
- Sewing Machine Ops, Non-Garment
- Typists, Including Word Processing
- Computer Operators, Ex Peripheral
- Cleaners & Servants, Private
- Butchers & Meatcutters, Retail
- Supervisors, Farm Workers
- Slaughterers & Meat Packers
- Inspectors, Testers, Graders, Precision
- Machine Forming Operators, M/P
- Electrical/Electronic Equip Assemblers, Prec
- Service Station Attendants
- Bank Tellers
- First Line Supervisors: Production/Operating
- Communication/Transportation/Utilities Managers
- Cost Estimators
- Management Analysts
- Mechanical Engineering Technicians/Technols
- Urban & Regional Planners

Lynchburg

- Textile Machine Ops/Tenders
- Production Inspectors, Graders
- Farm Equipment Operators
- Agriculture, Forestry, Fishing Workers, not elsewhere classified
- Sewing Machine Ops, Garment
- Child Care Workers, Private
- Stock Clerks, Sales Floor
- Bank Tellers
- Bookkeeping, Accounting, Audit Clerks
- Textile Machine Setters/Ops
- Railroad Brake, Signal & Switch Ops
- Computer Operators, Ex Peripheral
- Machine Tool Cutting Ops, M/P
- Woodworking Machine Ops/Tenders, Ex Sawing
- Typists, Including Word Processing
- Switchboard Operators
- Inspectors, Testers, Graders, Precision
- Offset Lithographic Press Ops
- Cleaners & Servants, Private
- Sawing Machine Operators/Tenders
- Insurance Sales Workers
- Peripheral EDP Equipment Operators
- Supervisors, Farm Workers
- Operations Research Analysts
- Psychiatric Aides

(exhibit continued on next page)

Appendix Exhibit F-6 (continued)
Declining Jobs in Virginia: 1998-2008

Norfolk-VA Beach-Newport News

- | | |
|-------------------------------------------|------------------------------------------------------------|
| • Computer Operators, Ex Peripheral | • Farm Equipment Operators |
| • Bank Tellers | • Railroad Brake, Signal & Switch Ops |
| • Typists, Incl Word Processing | • Transportation Attendants |
| • Child Care Workers, Private | • Machine Tool Cutting Ops, M/P |
| • Inspectors, Testers, Graders, Precision | • Helpers: Electricians & Related |
| • Motor Vehicle Operators, NEC | • Riggers |
| • Welfare Eligibility Workers | • Loan Interviewers |
| • Shipfitters | • Peripheral EDP Equipment Operators |
| • Cleaners & Servants, Private | • Directory Assistance Operators |
| • Human Resources Clerks, Ex Payroll/Time | • Communication Equipment Ops,
not elsewhere classified |
| • Switchboard Operators | • Station Installers & Repairers, Telephone |
| • Procurement Clerks | • Rail-Track Laying & Maintenance Equip Ops |
| • Law Clerks | |

Richmond-Petersburg

- | | |
|--------------------------------------|---------------------------------------------|
| • Computer Operators, Ex Peripheral | • Offset Lithographic Press Ops |
| • Bank Tellers | • Transit Clerks |
| • Chemists | • Production Inspectors, Graders |
| • Child Care Workers, Private | • Typesetting & Composing Machine Ops |
| • Sewing Machine Ops, Garment | • Directory Assistance Operators |
| • Typists, Including Word Processing | • Station Installers & Repairers, Telephone |
| • Cleaners & Servants, Private | • Butchers & Meatcutters, Retail |
| • Farm Equipment Operators | • Statement Clerks |
| • Peripheral EDP Equipment Operators | • Housekeepers & Butlers, Private |
| • Textile Machine Ops/Tenders | • Transportation Attendants |
| • Switchboard Operators | • Railroad Brake, Signal & Switch Ops |
| • Helpers: Electricians & Related | • Procurement Clerks |
| • Film Strippers, Printing | |

(exhibit continued on next page)

Appendix Exhibit F-6 (continued)
Declining Jobs in Virginia: 1998-2008

Roanoke

- | | |
|------------------------------------------------|-----------------------------------------------------------------------|
| • Sewing Machine Ops, Garment | • Machine Tool Cutting Ops, M/P |
| • Textile Machine Ops/Tenders | • Child Care Workers, Private |
| • Computer Operators, Ex Peripheral | • Machine Forming Operators, M/P |
| • Railroad Brake, Signal & Switch Ops | • Switchboard Operators |
| • Bank Tellers | • Railroad Conductors & Yardmasters |
| • Typists, Including Word Processing | • Agriculture, Forestry, Fishing Workers,
not elsewhere classified |
| • Production Inspectors, Graders | • Furnace Operators & Tenders |
| • First Line Supervisors: Production/Operating | • Law Clerks |
| • Transportation Attendants | • Proofreaders & Copy Markers |
| • Inspectors, Testers, Graders, Precision | • Procurement Clerks |
| • Rail-Track Laying & Maintenance Equip Ops | • Psychiatric Aides |
| • Farm Equipment Operators | • Transportation Inspectors |
| • Locomotive Firers | |

Washington D.C.-VA portion

- | | |
|------------------------------------------------------------|-------------------------------------------------------|
| • Computer Operators, Ex Peripheral | • Ship Engineers |
| • Station Installers & Repairers, Telephone | • Seamen, Able |
| • Directory Assistance Operators | • Paste-up Workers |
| • Farm Equipment Operators | • Mathematical Scientist,
not elsewhere classified |
| • Peripheral EDP Equipment Operators | • Traffic Technicians |
| • Procurement Clerks | • Compositors & Typesetters, Precision |
| • Communication Equipment Ops,
not elsewhere classified | • Railroad Brake, Signal & Switch Ops |
| • Transportation Attendants | • Shipfitters |
| • Law Clerks | • Housekeepers & Butlers, Private |
| • Motor Vehicle Operators,
not elsewhere classified | • Custom Tailors & Sewers |
| • Typesetting & Composing Machine Ops | • Sewing Machine Ops, Garment |
| • Film Strippers, Printing | • Seamen, Ordinary & Maine Oilers |
| • Offset Lithographic Press Ops | • Laborers, Landscapers, & Groundskeepers |
| | • Engineering/Math/Computer/Natural Sci Mgrs |

(exhibit continued on next page)

Appendix Exhibit F-6 (continued)
Declining Jobs in Virginia: 1998-2008

Northeast Virginia

- Farm Equipment Operators
- Sewing Machine Ops, Garment
- Agriculture, Forestry, Fishing Workers, not elsewhere classified
- Textile Machine Ops/Tenders
- Production Inspectors, Graders
- Child Care Workers, Private
- Stock Clerks, Sales Floor
- Cleaners & Servants, Private
- Service Station Attendants
- Bookkeeping, Accounting, Audit Clerks
- Freight, Stock & Mtrl Movers, Hand, not elsewhere classified
- Secretaries, Except Legal or Medical
- Bank Tellers
- Psychiatric Technicians
- Typists, Including Word Processing
- Computer Operators, Ex Peripheral
- Butchers & Meatcutters, Retail
- Psychiatric Aides
- Supervisors, Farm Workers
- Gardening, Nursery, Lawn Occs
- Woodworking Machine Ops/Tenders, Ex Sawing
- Pressing Machine Ops/Tenders, Textiles
- Paper Goods Machine Setters/Ops
- Machinists
- Chemical Equipment Controllers/Ops

Northwest Virginia

- Sewing Machine Ops, Garment
- Farm Equipment Operators
- Agriculture, Forestry, Fishing Workers, NEC
- Textile Machine Ops/Tenders
- Production Inspectors, Graders
- Child Care Workers, Private
- Bank Tellers
- Supervisors, Farm Workers
- Pressing Machine Ops/Tenders, Textiles
- Cleaners & Servants, Private
- Machine Tool Cutting Ops, M/P
- Machine Forming Operators, M/P
- Farm Managers
- Farm & Home Management Advisors
- Film Strippers, Printing
- Typesetting & Composing Machine Ops
- Textile Draw-Out Machine Ops/Tenders
- Railroad Brake, Signal & Switch Ops
- Gardening, Nursery, Lawn Occs
- Woodworking Machine Ops/Tenders, Ex Sawing
- Offset Lithographic Press Ops
- Inspectors, Testers, Graders, Precision
- Electric Powerline Installers & Repairers
- Helpers: Electricians & Related
- Service Station Attendants

(exhibit continued on next page)

Appendix Exhibit F-6 (continued)
Declining Jobs in Virginia: 1998-2008

Southside Virginia

- Textile Machine Ops/Tenders
- Farm Equipment Operators
- Agriculture, Forestry, Fishing Workers, not elsewhere classified
- Sewing Machine Ops, Garment
- Production Inspectors, Graders
- Freight, Stock & Mtrl Movers, Hand, not elsewhere classified
- Textile Machine Setters/Ops
- Secretaries, Except Legal or Medical
- Stock Clerks, Sales Floor
- Woodworking Machine Ops/Tenders, Ex Sawing
- Bookkeeping, Accounting, Audit Clerks
- First Line Supervisors: Production/Operating
- Child Care Workers, Private
- Farm & Home Management Advisors
- Supervisors, Farm Workers
- Textile Draw-Out Machine Ops/Tenders
- Pressing Machine Ops/Tenders, Textiles
- Railroad Brake, Signal & Switch Ops
- Typists, Including Word Processing
- Woodworking Machine Setters, Ex Sawing
- Textile Bleach & Dye Machine Ops/Tenders
- Industrial Production Managers
- Cleaners & Servants, Private
- Electric Powerline Installers & Repairers
- Service Station Attendants

Southwest Virginia

- Sewing Machine Ops, Garment
- Textile Machine Ops/Tenders
- Production Inspectors, Graders
- Farm Equipment Operators
- Agriculture, Forestry, Fishing Workers, not elsewhere classified
- Freight, Stock & Mtrl Movers, Hand, NEC not elsewhere classified
- Roof Bolters, Mining
- Bookkeeping, Accounting, Audit Clerks
- First Line Supervisors: Production/Operating
- Textile Machine Setters/Ops
- Cabinetmakers & Bench Carpenters
- Woodworking Machine Ops/Tenders, Ex Sawing
- Mine Machinery Mechanics
- Stock Clerks, Sales Floor
- Secretaries, Except Legal or Medical
- Pressing Machine Ops/Tenders, Textiles
- Sawing Machine Operators/Tenders
- Grader, Dozer & Scraper Operators
- Textile Bleach & Dye Machine Ops/Tenders
- Mining Machine Operators, not elsewhere classified
- Shuttle Car Operators
- Machine Operators/Tenders, not elsewhere classified
- Traffic, Shipping & Receiving Clerks
- Woodworking Machine Setters, Ex Sawing
- Typists, Including Word Processing

Appendix Exhibit F - 7

Virginia Distribution of Occupations by Job Skills Qualifications and Area, 2008 Projections

Job Qualification	Projected Employment 2008	Percent of Total Employment 2008	Projected Job Open 2008	Percent of Total Job Openings 2008
Charlottesville				
On-the-job training or work experience	58,854	60.7 %	2,218	61.9 %
Short-term on-the-job training	38,888	40.1	1,594	44.5
Moderate-term on-the-job training	11,615	12.0	350	9.8
Long-term on-the-job training	5,582	5.8	179	5.0
Work experience in related occupation	2,769	2.9	95	2.7
Postsecondary education or training below a bachelor's degree	12,407	12.8	453	12.7
Postsecondary vocational training	3,729	3.8	122	3.4
Associate degree	8,678	8.9	331	9.2
Bachelor's degree or higher	25,714	26.5	910	25.4
Bachelor's degree	12,224	12.6	436	12.2
Work experience, plus a bachelor's or higher degree	6,417	6.6	192	5.4
Master's degree	2,320	2.4	91	2.5
Doctoral degree	3,444	3.6	144	4.0
First Professional degree	1,309	1.3	47	1.3
Total	96,975	100 %	3,581	100 %
Danville				
On-the-job training or work experience	36,666	75.3 %	986	76.3 %
Short-term on-the-job training	20,869	42.9	646	50.0
Moderate-term on-the-job training	10,882	22.3	221	17.1
Long-term on-the-job training	3,136	6.4	73	5.6
Work experience in related occupation	1,779	3.7	46	3.6
Postsecondary education or training below a bachelor's degree	3,838	7.9	105	8.1
Postsecondary vocational training	1,522	3.1	41	3.2
Associate degree	2,316	4.8	64	4.9
Bachelor's degree or higher	8,187	16.8	202	15.6
Bachelor's degree	4,329	8.9	115	8.9
Work experience, plus a bachelor's or higher degree	2,737	5.6	53	4.1
Master's degree	559	1.1	17	1.3
Doctoral degree	53	0.1	2	0.2
First Professional degree	509	1.0	15	1.2
Total	48,691	100 %	1,293	100 %

(Exhibit continued on next page)

Appendix Exhibit F - 7 (continued)
Virginia Distribution of Occupations by Job Qualifications and MSA/Non-MSA, 2008 Projections

Job Qualification	Projected Employment 2008	Percent of Total Employment 2008	Projected Job Open 2008	Percent of Total Job Openings 2008
Johnson City-Kingsport-Bristol				
On-the-job training or work experience	33,979	75.1 %	1,087	78.3 %
Short-term on-the-job training	21,162	46.8	742	53.5
Moderate-term on-the-job training	8,452	18.7	229	16.5
Long-term on-the-job training	2,852	6.3	75	5.4
Work experience in related occupation	1,513	3.3	41	3.0
Postsecondary education or training below a bachelor's degree	3,240	7.2	98	7.1
Postsecondary vocational training	1,517	3.4	45	3.2
Associate degree	1,723	3.8	53	3.8
Bachelor's degree or higher	7,998	17.7	203	14.6
Bachelor's degree	3,979	8.8	114	8.2
Work experience, plus a bachelor's or higher degree	3,166	7.0	65	4.7
Master's degree	427	0.9	11	0.8
Doctoral degree	62	0.1	2	0.1
First Professional degree	364	0.8	11	0.8
Total	45,217	100 %	1,388	100 %
Lynchburg				
On-the-job training or work experience	79,471	71.5 %	2,620	73.2 %
Short-term on-the-job training	46,425	41.8	1,705	47.7
Moderate-term on-the-job training	21,450	19.3	576	16.1
Long-term on-the-job training	7,393	6.7	205	5.7
Work experience in related occupation	4,203	3.8	134	3.7
Postsecondary education or training below a bachelor's degree	9,888	8.9	316	8.8
Postsecondary vocational training	4,097	3.7	131	3.7
Associate degree	5,791	5.2	185	5.2
Bachelor's degree or higher	21,806	19.6	641	17.9
Bachelor's degree	11,820	10.6	358	10.0
Work experience, plus a bachelor's or higher degree	6,844	6.2	169	4.7
Master's degree	1,358	1.2	46	1.3
Doctoral degree	803	0.7	36	1.0
First Professional degree	981	0.9	32	0.9
Total	111,165	100 %	3,577	100 %

(Exhibit continued on next page)

Appendix Exhibit F - 7 (continued)
Virginia Distribution of Occupations by Job Qualifications and MSA/Non-MSA, 2008 Projections

Job Qualification	Projected Employment 2008	Percent of Total Employment 2008	Projected Job Open 2008	Percent of Total Job Openings 2008
Norfolk-Virginia Beach-Newport News MSA				
On-the-job training or work experience	531,315	66.0 %	20,186	67.6 %
Short-term on-the-job training	334,517	41.6	14,136	47.3
Moderate-term on-the-job training	111,767	13.9	3,282	11.0
Long-term on-the-job training	55,291	6.9	1,726	5.8
Work experience in related occupation	29,740	3.7	1,042	3.5
Postsecondary education or training below a bachelor's degree	83,540	10.4	2,944	9.9
Postsecondary vocational training	34,868	4.3	1,158	3.9
Associate degree	48,672	6.0	1,786	6.0
Bachelor's degree or higher	189,836	23.6	6,725	22.5
Bachelor's degree	109,485	13.6	4,014	13.4
Work experience, plus a bachelor's or higher degree	51,956	6.5	1,621	5.4
Master's degree	13,019	1.6	493	1.7
Doctoral degree	6,335	0.8	298	1.0
First Professional degree	9,041	1.1	299	1.0
Total	804,691	100%	29,855	100%
Richmond-Petersburg				
On-the-job training or work experience	423,771	66.4 %	15,862	67.5 %
Short-term on-the-job training	254,565	39.9	10,549	44.9
Moderate-term on-the-job training	105,599	16.6	3,156	13.4
Long-term on-the-job training	40,859	6.4	1,334	5.7
Work experience in related occupation	22,748	3.6	823	3.5
Postsecondary education or training below a bachelor's degree	64,360	10.1	2,315	9.8
Postsecondary vocational training	25,333	4.0	873	3.7
Associate degree	39,027	6.1	1,442	6.1
Bachelor's degree or higher	149,615	23.5	5,334	22.7
Bachelor's degree	84,462	13.2	3,168	13.5
Work experience, plus a bachelor's or higher degree	43,509	6.8	1,324	5.6
Master's degree	9,210	1.4	371	1.6
Doctoral degree	4,780	0.7	210	0.9
First Professional degree	7,654	1.2	261	1.1
Total	637,746	100 %	23,511	100 %

(Exhibit continued on next page)

Appendix Exhibit F - 7 (continued)
Virginia Distribution of Occupations by Job Qualifications and MSA/Non-MSA, 2008 Projections

Job Qualification	Projected Employment 2008	Percent of Total Employment 2008	Projected Job Open 2008	Percent of Total Job Openings 2008
Roanoke				
On-the-job training or work experience	113,890	70.0 %	3,877	71.2 %
Short-term on-the-job training	69,918	42.9	2,640	48.5
Moderate-term on-the-job training	27,456	16.9	734	13.5
Long-term on-the-job training	10,430	6.4	304	5.6
Work experience in related occupation	6,086	3.7	199	3.7
Postsecondary education or training below a bachelor's degree	16,500	10.1	551	10.1
Postsecondary vocational training	7,163	4.4	230	4.2
Associate degree	9,337	5.7	321	5.9
Bachelor's degree or higher	32,402	19.9	1,019	18.7
Bachelor's degree	17,805	10.9	590	10.8
Work experience, plus a bachelor's or higher degree	10,288	6.3	280	5.1
Master's degree	1,995	1.2	71	1.3
Doctoral degree	325	0.2	14	0.3
First Professional degree	1,989	1.2	64	1.2
Total	162,792	100 %	5,447	100 %
Washington D.C.				
On-the-job training or work experience	814,520	57.6 %	34,823	55.5 %
Short-term on-the-job training	518,899	36.7	23,987	38.2
Moderate-term on-the-job training	177,384	12.5	6,301	10.0
Long-term on-the-job training	77,386	5.5	2,902	4.6
Work experience in related occupation	40,851	2.9	1,633	2.6
Postsecondary education or training below a bachelor's degree	157,011	11.1	7,188	11.4
Postsecondary vocational training	58,492	4.1	2,367	3.8
Associate degree	98,519	7.0	4,821	7.7
Bachelor's degree or higher	443,619	31.3	20,770	33.1
Bachelor's degree	278,479	19.7	13,719	21.9
Work experience, plus a bachelor's or higher degree	120,555	8.5	4,998	8.0
Master's degree	23,092	1.6	1,104	1.8
Doctoral degree	6,847	0.5	372	0.6
First Professional degree	14,646	1.0	577	0.9
Total	1,415,150	100 %	62,781	100 %

(Exhibit continued on next page)

Appendix Exhibit F - 7 (continued)
Virginia Distribution of Occupations by Job Qualifications and MSA/Non-MSA, 2008 Projections

Job Qualification	Projected Employment 2008	Percent of Total Employment 2008	Projected Job Open 2008	Percent of Total Job Openings 2008
Northeast Virginia				
On-the-job training or work experience	38,019	71.7 %	1,216	73.7 %
Short-term on-the-job training	25,366	47.9	886	53.7
Moderate-term on-the-job training	7,142	13.5	179	10.8
Long-term on-the-job training	3,444	6.5	89	5.4
Work experience in related occupation	2,067	3.9	62	3.8
Postsecondary education or training below a bachelor's degree	4,445	8.4	136	8.2
Postsecondary vocational training	1,941	3.7	57	3.5
Associate degree	2,504	4.7	79	4.8
Bachelor's degree or higher	10,543	19.9	299	18.1
Bachelor's degree	5,996	11.3	186	11.3
Work experience, plus a bachelor's or higher degree	3,379	6.4	77	4.7
Master's degree	699	1.3	22	1.3
Doctoral degree	0	0.0	0	0.0
First Professional degree	469	0.9	14	0.8
Total	53,007	100 %	1,651	100 %
Northwest Virginia				
On-the-job training or work experience	184,240	71.7 %	6,542	72.2 %
Short-term on-the-job training	110,080	42.8	4,412	48.7
Moderate-term on-the-job training	47,179	18.4	1,296	14.3
Long-term on-the-job training	17,367	6.8	515	5.7
Work experience in related occupation	9,614	3.7	319	3.5
Postsecondary education or training below a bachelor's degree	22,423	8.7	770	8.5
Postsecondary vocational training	9,733	3.8	310	3.4
Associate degree	12,690	4.9	460	5.1
Bachelor's degree or higher	50,354	19.6	1,755	19.4
Bachelor's degree	26,589	10.3	975	10.8
Work experience, plus a bachelor's or higher degree	15,190	5.9	418	4.6
Master's degree	3,444	1.3	139	1.5
Doctoral degree	2,937	1.1	148	1.6
First Professional degree	2,194	0.9	75	0.8
Total	257,017	100 %	9,067	100 %

(Exhibit continued on next page)

Appendix Exhibit F - 7 (continued)
Virginia Distribution of Occupations by Job Qualifications and MSA/Non-MSA, 2008 Projections

Job Qualification	Projected Employment 2008	Percent of Total Employment 2008	Projected Job Open 2008	Percent of Total Job Openings 2008
Southside Virginia				
On-the-job training or work experience	71,789	71.6 %	2,132	73.5 %
Short-term on-the-job training	41,483	41.4	1,378	47.5
Moderate-term on-the-job training	19,392	19.3	471	16.2
Long-term on-the-job training	6,839	6.8	169	5.8
Work experience in related occupation	4,075	4.1	114	3.9
Postsecondary education or training below a bachelor's degree	8,599	8.6	246	8.5
Postsecondary vocational training	3,171	3.2	88	3.0
Associate degree	5,428	5.4	158	5.5
Bachelor's degree or higher	19,882	19.8	521	18.0
Bachelor's degree	10,730	10.7	303	10.5
Work experience, plus a bachelor's or higher degree	6,427	6.4	132	4.6
Master's degree	1,423	1.4	44	1.5
Doctoral degree	405	0.4	15	0.5
First Professional degree	897	0.9	27	0.9
Total	100,270	100 %	2,899	100 %
Southwest Virginia				
On-the-job training or work experience	180,846	71.5 %	5,058	72.5 %
Short-term on-the-job training	96,969	38.4	3,129	44.9
Moderate-term on-the-job training	55,408	21.9	1,219	17.5
Long-term on-the-job training	18,724	7.4	442	6.3
Work experience in related occupation	9,745	3.9	268	3.8
Postsecondary education or training below a bachelor's degree	21,549	8.5	602	8.6
Postsecondary vocational training	8,662	3.4	231	3.3
Associate degree	12,887	5.1	371	5.3
Bachelor's degree or higher	50,380	19.9	1,316	18.9
Bachelor's degree	25,608	10.1	697	10.0
Work experience, plus a bachelor's or higher degree	14,994	5.9	299	4.3
Master's degree	3,849	1.5	126	1.8
Doctoral degree	3,714	1.5	131	1.9
First Professional degree	2,215	0.9	63	0.9
Total	252,775	100 %	6,976	100 %

Source: Authors' tabulations are based on 2008 occupational projections data from the Virginia Employment Commission and occupational skill classifications from the U.S. Bureau of Labor Statistics.

Exhibit F - 8
Occupation of Virginia's Workers in 2003

Occupation	Percent	Number
Professional Worker	21.7 %	728,589
Skilled Tradesman	11.6	389,476
Manager, Executive or Official	11.5	386,119
Service Worker	10.1	339,113
Clerical or Office Worker	9.8	329,040
Technology Professional	8.9	298,822
Sales Worker	8.0	268,604
Semi-Skilled Worker	7.4	248,459
Unskilled Laborer	6.7	224,956
Business Owner	1.8	60,436
Manufacturer's Representative	0.8	26,860
Agriculture & Fishery Workers	0.5	16,788
Other	1.2	40,291
Total	100.0	3,357,555

Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit F - 9
Current Skills of Virginia's Workers by Region

	Virginia		Northern VA		Central VA		Bay Area		Tidewater Area		Southside		Shenandoah Valley		Southwest VA	
Problem Solving Skills	91.4 %	3,070,000	95.3 %	920,550	88.8 %	583,610	93.3 %	188,090	92.0 %	646,660	86.5 %	195,510	82.0 %	165,370	91.9 %	369,190
Working as a Team	89.8	3,014,800	91.5	883,240	85.0	559,500	90.9	183,270	91.4	642,390	87.2	197,110	91.9	185,230	90.6	364,050
Basic Math Skills	83.5	2,803,100	85.2	822,600	81.3	535,450	80.9	163,170	87.3	613,550	85.5	193,200	78.5	158,290	78.8	316,850
Writing Skills	81.8	2,745,900	89.5	863,930	77.4	509,540	93.0	187,540	80.3	564,360	71.0	160,570	74.4	150,040	77.1	309,920
Customer Service Skills	72.2	2,423,400	72.9	704,400	72.9	480,040	81.3	163,940	69.7	489,580	64.1	144,910	63.5	128,030	77.8	312,540
Computer Skills	70.2	2,358,800	85.1	821,300	66.5	437,930	70.1	141,330	66.6	467,710	52.8	119,480	55.3	111,480	64.6	259,560
Supervisory Skills	50.4	1,692,900	55.7	538,140	45.7	300,940	52.1	105,050	55.3	388,390	33.7	76,188	35.8	72,217	52.7	212,010

Note: Sum of percentages does not equal 100% as respondents may answer 'yes' to more than one category.

Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit F - 10
Current Skills of Virginia's Workers by Age

	Age 18 to 24		Age 25 to 34		Age 35 to 49		Age 50 to 65	
Problem Solving Skills	93.2 %	383,470	90.0 %	763,520	92.4 %	1,225,300	90.5 %	697,710
Working as a Team	89.2	366,990	88.0	746,490	90.6	1,202,300	90.7	699,020
Basic Math Skills	83.3	342,650	86.9	737,230	82.8	1,098,400	81.1	624,870
Writing Skills	80.3	330,390	79.9	677,910	81.0	1,075,100	85.9	662,500
Customer Service Skills	75.2	309,390	70.5	598,210	71.8	952,490	73.1	563,360
Computer Skills	60.5	248,770	72.4	614,390	69.4	920,550	74.6	575,070
Supervisory Skills	38.4	158,180	49.5	419,680	52.6	698,070	54.1	417,020

Note: Sum of columns will not equal 100% as respondents may answer 'yes' to more than one category.

Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit F - 11
Future Training of Virginia's Workers by Region

	Virginia		Northern VA		Central VA		Bay Area		Tidewater Area		Southside		Shenandoah		Southwest VA	
Computer Skills	71.7 %	2,406,780	72.4 %	698,520	75.4 %	496,510	78.9 %	159,097	69.0 %	484,680	70.9 %	160,212	69.1 %	139,172	66.8 %	268,620
Working as a Team	60.8	2,040,180	60.8	587,020	61.5	404,780	60.5	122,018	61.9	434,630	57.8	130,579	54.7	110,237	62.4	250,890
Problem Solving Skills	59.4	1,995,910	60.2	581,620	55.7	366,310	65.3	131,570	60.2	422,790	63.5	143,648	51.9	104,715	61.0	245,229
Supervisory Skills	54.3	1,824,390	58.4	563,480	54.8	360,710	51.3	103,427	61.7	433,230	54.7	123,661	39.6	79,812	39.8	160,054
Writing Skills	47.6	1,598,810	47.5	558,250	46.4	305,680	57.2	115,401	49.7	349,070	40.8	92,124	44.8	90,217	46.8	188,078
Customer Service Skills	47.0	1,579,209	44.5	429,870	44.5	293,240	46.6	93,935	50.7	356,000	45.6	103,152	41.9	84,597	54.4	218,517
Basic Math Skills	37.2	1,249,270	29.5	284,370	37.8	249,031	44.7	90,023	43.4	305,230	38.3	86,477	25.8	72,093	40.3	162,049

Note: Sum of columns will not equal 100% as respondents may answer 'yes' to more than one category.

Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit F - 12
Future Training of Virginia's Workers by Age

	Age 18 to 24		Age 25 to 34		Age 35 to 49		Age 50 to 65	
Computer Skills	77.7 %	319,880	74.1 %	628,970	69.5 %	921,970	69.5 %	536,000
Working as a Team	79.6	327,610	59.7	506,110	57.2	758,310	58.1	448,130
Problem Solving Skills	76.4	314,530	62.7	531,670	58.0	769,810	49.3	379,870
Supervisory Skills	70.7	290,690	65.5	556,040	52.6	698,120	36.3	279,510
Writing Skills	69.3	285,300	51.9	440,180	43.5	577,210	38.4	296,130
Basic Math Skills	58.1	238,917	36.7	311,100	34.5	457,190	31.4	252,920
Customer Service Skills	57.5	236,680	54.2	459,460	40.8	541,410	54.3	341,750

Note: Sum of columns will not equal 100% as respondents may answer 'yes' to more than one category.

Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.